

MULTIMEDIA



UNIVERSITY

STUDENT ID NO

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MULTIMEDIA UNIVERSITY

FINAL EXAMINATION

TRIMESTER 1, 2022/2023 (TERM ID 2210)

BRS2014 – RECRUITMENT AND SELECTION

(All sections / Groups)

7 FEBRUARY 2023

2.30 p.m. – 4.30 p.m.

(2 Hours)

INSTRUCTIONS TO STUDENT

1. This Question paper consists of 4 pages with 4 Questions.
2. Attempt **ALL** questions. The distribution of the marks for each question is given.
3. Students are allowed to use non-programmable scientific and financial calculators.
4. Please write all your answers in the Answer Booklet provided.

Aerodyne continues to expand abroad

Published on: Friday, July 15th, 2022

MALAYSIAN drone solutions provider Aerodyne Group said they have completed 16 foreign mergers and acquisition (M&A) activities and are currently closing another one in Brazil.

“But it’s still barely enough, for example, in Latin America, we have an office in Santiago, Chile, but suddenly, there’s an opportunity in Brazil or Argentina, it will be very costly in terms of logistics.

Aerodyne is a DT3 (drone tech, data technology and digital transformation) drone-based enterprise solutions provider which was ranked first in the world by Drone Industry Insights of Germany last year.

It is also eyeing to expand its business by providing DT3 solutions to India’s agricultural market next month.

Kamarul said Aerodyne has a stable presence in Malaysia and the use of advanced digital technology and other DT3 solutions in agriculture can enable Malaysia to reduce its dependence on cheap labour.

Adapted from: <https://themalaysianreserve.com/2022/07/15/aerodyne-continues-to-expand-abroad/>

QUESTION 1

- a) In order to investigate the internal movement patterns of people in the investment department at Aerodyne, as well as to forecast their likely availabilities in the future. The HR department has gathered the following data:

Job Category	Level	Transition Possibilities (2019-2021)					Current (2022)
		E	SE	AM	IM	Exit	No. Employees
Investment Executive (E)	1	.70	.20	.00	.00	.10	40
Senior Investment Executive (SE)	1	.10	.70	.10	.00	.10	30
Assistant Investment Manager (AM)	2	.00	.00	.80	.10	.10	20

Prepare the Markov analysis table using the above data and forecast the numbers available in each job category in 2023.

(10 marks)

Continued

- b) As Aerodyne Group Human Resource Manager, propose to the Chief Executive Officer (CEO) of Aerodyne Group that an internal talent focus strategy would be a more appropriate choice in the recruitment of the Aerodyne Group India Branch Manager.

Support your recommendation with the reasons why Aerodyne Group should promote internally.

(15 marks)
(Total: 25 marks)

QUESTION 2

- a) The decision of how to communicate a job announcement to employees is a key component of an internal recruitment system. The choice among closed, open, and hybrid systems can affect employee motivation and perceptions of fairness, so each possibility should be carefully considered.

The CEO of Aerodyne Group wants to know the difference between a closed internal recruitment system and an open internal recruitment system. Explain the differences to the CEO.

(10 marks)

- b) Recommend **THREE (3)** employee retention strategies Aerodyne Group can implement to ensure employee retention.

(15 marks)
(Total: 25 marks)

QUESTION 3

- a) Aerodyne Group rapid growth and expansion plans will require more Product Design Engineers. Suggest **THREE (3)** external recruiting sources that you think would be most effective for filling the Product Design Engineer positions and justify the reasons for your choice.

Note: Refer to Exhibit A for the Product Design Engineer Job Description for additional information if required.

(15 marks)

- b) Recommend **TWO (2)** substantive assessment methods you would use in Aerodyne Group's staffing decisions to hire a Product Design Engineer position. Justify your recommendations.

(10 marks)
(Total: 25 marks)

Continued

QUESTION 4

From an initial pool of 150 candidates, a vigorous selection process was implemented which has led to a final list of three finalists.

Exhibit B shows the results from the assessment of the three finalists using various selection methods. Information from an earlier resume screen is included for possible consideration.

For **EACH** finalist, with reference to exhibit A and exhibit B, you are to decide whether you would be willing to hire the Product Design Engineer and explain the reason for your recommendation.

(25 marks)

Note: Refer to Exhibit A & Exhibit B

Exhibit A: Job Description of Product Design Engineer**I. Description**

- Lead and participate in the choice of design, architecture, technologies and assist in the evaluation of new technologies
- Define and execute the software engineering roadmap and strategy based on the company's objectives
- Actively support the integration engineers and new features requested by the product team
- Act as the software engineering best practices expert (code quality, code review, testing, and product quality), processes, metrics.

II. Requirements:

- Possess at least Bachelor's Degree/Professional Degree in Computer Science/Information Technology or equivalent.
- At least 1 years of experience in a Tech, E-commerce or Fintech company
- Proficient in one or several of the following programming/scripting languages: Java, JavaScript, PythonGoLang and object-oriented programming
- Familiar with the following technologies and services: Amazon AWS, PostgreSQL, Jenkins, GIT
- Passion for writing well-tested code
- Good analytical, problem-solving skills and willingness to investigate complex problems
- Self-starter, creative, curious, strong communication and analytical skills, customer oriented and strong leadership skills

Continued

Exhibit B – Results of Assessment of Finalist for Product Design Engineer

	Finalist 1 – Anthony Lim	Finalist 2 – Raj Kumar	Finalist 3 – Rosli Drus
Resume	CGPA 3.5	CGPA 3	CGPA 3.9
	Bachelor's Degree in Computer Science	Professional Degree in Information Technology	Bachelor's Degree in Computer Science
	1 year of experience in a Tech company as a Product Designer	2 years' experience as IT engineer	2 years of experience in a E-commerce as System Developer
	Proficient in Java, JavaScript, Familiar with Amazon AWS	Proficient in Java, JavaScript, Python, GoLang and object- oriented programming	Proficient in Java, JavaScript, Python Familiar with PostgreSQL, Jenkins, GIT
	Winner of various invention competitions Emcee for multiple internal and external events Maybank Ambassador Malaysia Top 10 Young Talent Award	Rugby Club State Player	Computer Science Club member Debate Society club secretary
Situational Judgement Test	90 % Excellent Rating	85% Good Rating	70 % Average Rating
Structured interview	90 % Excellent Rating	80% Good Rating	50 % Average Rating
Personality Test	80% Good Rating	80% Good Rating	80% Good Rating

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